A Study of Work-Life Balance and Financial Status of Females Working in the IT Sector of the NCR

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- ## Literature Review

(Adams et al., 1996) the findings are consistent with the idea that linkages between work and family are related to job and life happiness and that these relationships are influenced by the worker's level of involvement in, or priority accorded to, these roles. Although high levels of workplace participation were linked to high levels of job satisfaction in the current study, they were also linked to high levels of work that interfered with family life. On the other hand, greater degrees of family participation was linked to greater levels of emotional support from family members, which in turn had a favourable association with life satisfaction. The findings also imply that there is support and conflict in interactions between job and family.

Conceptually, there are a variety of other factors that could affect work-family conflict and support, even though the current analysis solely looked at job and family participation as antecedents. The wide range of family needs that put stress on families and individuals are noticeably absent from the model tested here. For example, a worker whose spouse stays at home and looks after one child in school may be able to rely on greater social support than a worker whose husband works full-time and is responsible for several children in preschool. In the latter scenario, the family could serve more as a source of extra demands than as a source of support. The development of "finer" metrics of these and other relevant family demands is urged for future researchers.

(Allen et al., 2000) this study was to compile and organise the most recent information on the effects of WFC. There is no proof that the issues causing the increased conflict between work and family life will be resolved any time soon. It is likely that WFC will continue to have an impact on employees because of ongoing organisational volatility like mergers and downsizings as well as economic variables like the demand for two-income families. To create models for future research, carefully thought-out and methodical study based on collaboration between researchers from several disciplines is required.

(M. Ahuja & Rodhain, 2000) According to the suggested model, effective mentoring relationships will emerge from gender and WFC similarity. Even though there is no direct correlation between mentoring and job retention, the outcomes mentioned above will probably lead to lower turnover in IT-related positions. The likelihood that women will stay in IT disciplines, as well as their performance and advancement in the sector, are likely to be negatively correlated with these outcomes.

(M. K. Ahuja, 2002) The suggested paradigm assumes that there are three fundamental research phases required to address the conceptual, empirical, and analytical questions. Whether the three stages of career choices, career persistence, and career advancement in IT are distinct needs to be determined at the conceptual level. Here, it is assumed that the effects

of these barriers are cumulative and incremental, meaning that women leave the computer industry at various points and that there is no single source of variation for this attrition.

(Doherty, 2004) It examines the key impediments to women's advancement and emphasises the issue of the excessive hours required for managing positions. The study demonstrates that the financial case for a voluntary approach to work-life balance and diversity management may only be advantageous to women during periods of tight labour markets, and even then, the benefits for women in management have not yet been decisively demonstrated. It is also demonstrated that a more aggressive equal opportunity strategy is flawed since it highlights women's "difference" from men and implies that they require special consideration. It is maintained that a robust floor of rights is nevertheless required due to the contingent nature of the business case in order to safeguard the most vulnerable workers, particularly in a sector where trade unions have very little "voice". Additionally, it is claimed that more needs to be done to humanise the workplace for both men and women who want to lead full lives.

The current study ventured into uncharted territory by also examining the connection between personal benefit activities and work-related well-being.

(Joo, 2008) Financial health is a broad, multidimensional notion that encompasses financial satisfaction, objective financial situation status, financial attitudes, and financial behaviour that cannot be measured in isolation. we frequently use the word "financial wellness" to refer to the degree of a person's financial health as the relevance of financial health for individuals and families continues to expand

Financial and economic well-being are frequently used synonymously. Financial well-being typically encompasses more facets of daily financial life than economic well-being, which is most frequently employed in conjunction with income level (e.g., Breen, 1991; Hayhoe, 1990; Porter & Garman, 1993; Williams, 1993). According to Breen (1991), having enough money and assets, good health and personal care, the proper combination of goods and services, as well as being prepared legally and receiving competent advice, all contribute to financial well-being.

(Hamilton et al., 2009) The significance of perceived financial status appears to vary across adolescent outcomes, according to the results. A perception of below average financial status is linked to greater emotional distress and worse self-rated health. For younger and older adolescents, the correlations between perceived financial status and illegal drug use and risky and dangerous drinking are different. The effects of perceived financial position and parental education on health are different, as shown by the adjustments for parental education.

Results show the necessity of looking at a variety of health and maladjustment issues, as well as the usefulness of perceived family financial position in studies of adolescent health and behaviour. According to the study's findings, the health of adolescents is highly correlated with perceived family financial position. Adolescents' impression of above-average financial status is specifically linked to their self-reported health and signs of mental discomfort.

Additionally, there is evidence of a gradient in self-rated health and perceived financial position, with self-rated health declining at lower levels of perceived financial status.

(Tomlinson & Durbin, 2010) The part-time managers in this sample had a variety of occupations when working full-time, but after they made the switch to part-time work, their careers came to a standstill. The majority were career-focused, put in a lot of effort, and expressed frustration with their lack of career advancement and mobility while working part-time. Most people worked longer than their contracted hours, and when they cut back on hours, there was no proper reallocation of labour.

The purpose of this paper is alternative working patterns and dismantle traditional long hours cultures that are a barrier to women and part-time workers by examining how managers employed on part-time and other flexible contracts successfully operate in organisations.

The research show that women have mixed feelings and considerable frustration with their capacity to balance work, career prospects, and their personal lives. Given that many of the women interviewed had to cut back on their compensation despite putting in comparatively lengthy hours, this has larger ramifications for workplace gender inequality in general and the gender pay gap in particular, which is one of the biggest in Europe in the UK.

They also have trouble getting promotions and finding satisfying work. Additionally, time constraints are not greatly reduced by the lengthy commutes and long hours of their partners' professions.

If presumptions regarding the gendered nature of work and conventional attitudes of part-time workers are challenged, innovations in working-time practises are more likely to be realised. Equally crucial will be ensuring that full-timers are not expected or obliged to put in long hours, as well as appreciating the talents and possibilities of the (mostly female) part-time workforce.

(Mäkelä et al., 2011) The results show that while on international assignments, women experience both enlightenment and conflict. Both elements—the impact of a woman's personal life on her career and vice versa—have been proved to be significant. Stages of life and careers seem to be crucial to these experiences. This study uses four metaphors as its main themes to illustrate how female expatriates experience juggling work and personal life: airport, seesaw, stage, and harbour.

The study's conclusions show that while serving in foreign countries, women encounter both enlightening and conflicting situations. Both sides of the impact—from personal to professional life and vice versa—emerged as crucial elements for women.

(Valk & Srinivasan, 2011) The entrance of female IT experts into the quickly expanding software services sector has been one of the major shifts in India's labour markets. Women are under a lot of pressured to balance between their personal and professional life as they take on the roles of working professionals in addition to their conventional roles as homemakers. This study is to understand how issues connected to work and family affect the

work-family balance of Indian women IT workers. The research is based on an exploratory qualitative survey of 13 female IT professionals working in Bangalore, India's software industry. The stories touch on six main themes: social support, work-life issues and coping mechanisms, family impacts on life decisions, many roles and attempts to negotiate them, self and professional identity, and work-life challenges.

The themes that emerged from the qualitative study, in conclusion, underlined the omnipresent elements that have an impact on the work-family balance. The way they balance their personal and professional lives is complicated by social expectations of gender roles, women's aspirations for their careers, and the nature of the IT sector. Despite the fact that their primary source of self-identity is their work, they are greatly impacted by societal expectations to fulfil the duties of homemaker and carer; this necessitates some compromise between how and when work may be done at home and at the workplace. Women who had chosen a slower path in their job development also indicated that this was a decision they had made since they believed their family needed them more at that time. Organisations may not be exploiting their talent efficiently, but introducing HR rules and practises will help women pursue their career ambitions and fulfil their responsibilities for taking care of dependents. Understanding the balance between work and family in the lives of women professionals appears to become a key HR problem as more women enter the workforce and the Indian IT sector experiences a talent shortage.

Setting priorities in their work and personal lives and having support mechanisms at work—officially through HR policies and programmes and informally through supervisor and coworker support—will help Indian women IT workers achieve the work-family balance.

(Martos & Kopp, 2012) An emphasis on intrinsic life goals, such as personal development and relationships, is positively correlated with well-being indicators, whereas an orientation towards extrinsic life goals, such as wealth and appearance, is associated with lessened positive functioning, according to prior research using the Aspiration Index. By examining the role of financial status (income and subjective financial status), this study broadened the scope of earlier research. Additionally, no moderation effects for financial status indices were discovered, suggesting that the relationship between life goals and well-being is the same for respondents of all socioeconomic backgrounds. Researcher investigated the relationship between sociodemographic traits, financial status, and well-being and the significance of life ambitions based on a nationwide representative survey in Hungary. In conclusion, findings show that, even after adjusting for a number of background characteristics, such as objective and subjective financial status, intrinsic and extrinsic life objectives are distinct predictors of SWB and meaning in life. The importance of intrinsic ambitions was the better predictor of SWB, and both types of life objectives were positively correlated with SWB. The importance of intrinsic aspirations, on the other hand, was one of the most effective predictors in the case of ML, whereas the value of extrinsic aspirations turned out to be a negative predictor.

(Beham et al., 2012)this study states that perceived high organizational time expectations, psychological job demands and job insecurity were found to be negatively related to employees' satisfaction with work-family balance. Work-to-family conflict partially mediated

those relationships. Social support at work and job control revealed positive relationships with satisfaction with work-family balance, but contrary to predictions, this association persisted after controlling for work-to-family conflict.

(Rafnsdóttir & Heijstra, 2013) In this study, the researcher examined how academic workers in Iceland structure their time, how they manage and balance work and family obligations, and whether gender plays a role in this situation. Clear gender variations in time utilisation are revealed by this investigation. The women interviewed, as opposed to the men, seem to be trapped with the duty of domestic and caring difficulties as a result of this exact same flexibility, even while flexible working hours assist academic parents organise their working day and meet the ever-changing requirements of family members. It appears to eliminate the option of going home on time or not being on call for more women than men. Thus, it appears that flexibility and gendered time use reproduce traditional power dynamics between men and women as well as the division of labour between both genders in the home.

(Malone & Issa, 2013) This study focuses on women working in the American construction sector in terms of job satisfaction, work-life balance, and organisational commitment. Its goal is to pinpoint the elements that influence women's employment and employer happiness as well as their general purpose to stick with their current company. The findings showed that whether or not respondents had children under the age of 21 living at home had an impact on both their commitment over various time periods and their happiness with workplace benefits. Good working relationships with coworkers and peers, respect and fair treatment from superiors, difficulties at work, a sense of success, and feeling appreciated as an employee were the factors that contributed to the most job satisfaction. Job fit to their unique skills, flexibility and finding a balance between work and home time, feeling valued as an asset to their company/employer, and the availability of growth chances were the factors that placed top in determining organisational commitment.

The purpose of researcher was to determine the factors that influence women's job satisfaction and employer satisfaction, as well as their overall intention to stay with their employer.

(Gerrans et al., 2014) With a focus on the importance of financial literacy, researcher investigated the concept of financial wellness and how it relates to personal wellbeing. A structural equation modelling study is used to compare gender differences in terms of personal well-being, financial satisfaction, status, financial behaviour, financial attitude, and financial knowledge. Males scored higher on financial awareness and satisfaction while females scored higher on overall wellbeing. Although a causal model of sub-components is improved when it is estimated, Joo's (2008) concept of financial wellness as multidimensional is supported. Financial satisfaction acts as a mediator in the relationship between all variables and personal wellbeing, with gender differences: Financial status, as opposed to financial understanding, is the primary source of financial satisfaction for women.

With the hope of enhancing financial decision-making and quality of life, significant resources are being devoted to raising financial literacy levels. Therefore, establishing a connection between financial literacy and quality of life is an important research goal that has application for those who support and create financial literacy programmes. This paper has identified such a relationship and the results also identify important differences in the relationship by gender which suggests areas of focus for improvements in program design.

(Ravindran & Baral, 2014) The current study intends to investigate the impact of organisational determinants on re-entry women's attitudes such career satisfaction, job satisfaction, organisational commitment, and career commitment. These elements include policy support, diverse climate, work-family culture, and organisational justice. Through a survey questionnaire, responses from the re-entering women in Indian IT organisations were gathered.

The research show a direct correlation between organisational characteristics and the career outcomes and attitudes of Indian women who are re-entering the workforce. Therefore, it is advised that businesses give these women the support they need by updating their policies and creating a more inclusive and supportive work environment and culture.

The results of this study suggest that culture also has a significant impact on creating a supportive workplace. Therefore, workplace culture should be improved so that women who take advantage of work-life balance policies do so without suffering consequences.

(Shagvaliyeva & Yazdanifard, 2014)article states the work-life balance examined flexible working hours for its positive point of view. The investigation showed the introduction of flexible working hours brought some benefits for both employees and employers also, flexibility in the workplace gives employees time to perform outside of their work roles, and it helps in work and life balacing of employee's. When it comes to flexible working hours, trust between the company and the employee is a crucial factor. Flexible work schedules may cause certain issues at work if the manager doesn't keep an eye on them. To comprehend the downsides of such practises, more research on flexible working hours is required. researcher suggested that Organisations should only consider implementing flexibility in the workplace after thoroughly examining both the positive and negative aspects of flexible working practises.

(Sundaresan, 2015) For working women, maintaining a healthy work-life balance is extremely important, especially in the current climate when both the family and the job have created many difficulties and hurdles for women. Working women are under a great deal of stress as a result of the dynamics of the workplace, which require them to manage almost two full-time jobs: one at the office and the other at home. In this study, working women's work-life balance is examined, as well as the effects of having an unsatisfactory balance. A structured questionnaire was given to 125 randomly chosen working women from various organisations and institutes in Bangalore City to collect data. The data were statistically examined and the response rate was approximately 93%. According to the findings, many

working women struggle to balance between family and work because of high work demands, a lack of personal time, and the need to live up to others' expectations of them. Since they must work longer hours, the majority of working women experience job spillover into the home. High levels of stress and worry, discord at home, feeling job burnout, and not being able to reach full potential are major effects of a poor work-life balance. Due to their failure to strike a balance between job and family life, they frequently feel angry and resentful.

According to this study, the main problems influencing working women's ability to maintain a healthy work-life balance are the weight of excessive work, the need to meet others' expectations, and a lack of personal time. Because of this, women frequently experience professional burnout, high levels of stress and anxiety, are unable to reach their full potential, and do not have harmonious home relationships. Informal interviews with working women showed that those who had flexible work schedules and family assistance had better work-life balance.

(Agarwal & Lenka, 2015) executive working women experience a lack of work-life balance. The problem of role conflict arises as family duties and potential roles develop. They need to strike a balance between their professional and personal lives in order to avoid role conflict. Women start their own businesses in order to have more flexibility and control over their job and personal duties. Through their entrepreneurial endeavours, they contribute to the nation's economic development, innovation, and creation of jobs.

In the cutthroat corporate world, entrepreneurship is seen as a key field. It creates jobs and aids in maintaining a nation's economic growth. Globalisation has made women-owned businesses more widely recognised, and as a result, they now serve as ambassadors for their countries. They are in charge of increasing income and creating jobs. To combat gender-based biases and achieve work-life balance, women have turned to entrepreneurship and quit their careers. Their entrepreneurial endeavour is hampered by inadequate leadership, government training, a lack of technical understanding, family support, and a weak network. For working women, job and family are important components of their lives. Because they can better balance their personal and professional lives by working from home, women entrepreneurs prefer to do so. They become more recognisable and self-assured as a result of their entrepreneurial endeavours. Through their entrepreneurial skills, including effective communication, organising, planning, leading, and delegating skills, women attempt to maintain a work-life balance.

(Bhola et al., 2016) A company's QWL is a good indicator of its employees' WLB, which employees need to maintain in order to justify their work and family commitments and improve their QWL. In the service sector, about SO% of samples are without work-life balance variables, and the majority of those without them want to get access to them. Only 8% of the samplesd women have access to the maternity leave that is deemed to be most important for women..

There are very few available child care facilities. Those who do not use want to use. In the case of the study's sample population, daycare centres were discovered to be a very sensitive

topic. In particular, eye exams and stress management classes are given top attention by samples together with regular medical checkups and health insurance. There is data on respondents' happiness with the work-life balance culture, and the samples show an average level of satisfaction with a somewhat high standard deviation. The quality of work life has an impact on variables in the being, belonging, and becoming domains of quality of life.This study finds that working women who have high QWL in the service sector have higher WLB, which automatically improves their QOL and vice versa.

(Adame et al., 2016) states that number of female workers in organisations and the adoption of WLB measures are reported to be positively correlated in the work-life balance (WLB) literature. This study uses a fuzzy-set methodology to analyse empirical data from 87 Spanish SMEs in order to examine these findings from a different methodological angle. The primary conclusion of the study is that the degree of WLB policy execution is not affected by the presence of women. Inversely, it appears that the absence of such policies is determined by the absence of women. Similar to this, a lack of organisational commitment to WLB results in a lack of WLB policy.

This research has several restrictions. The sample contains a small number of enterprises because SMEs were included. Despite the large number of Spanish SMEs, WLB policies are rarely found in these businesses.

(Bharathi & Mala, 2016) This study reveals a few variables that have a significant impact on the work-life balance (WLB) of women working in Indian IT firms. These elements affect the difficulties and positive aspects of the professional and personal life of 186 women employed by diverse Indian IT organisations. The study also identifies how social media (SM) has affected these people's professional lives. A total of 42 elements related to WLB are categorised into five constructs based on a thorough examination of the literature. These constructs are: professional challenges, personal challenges, SM participation, professional enhancers, and personal enhancers. The highly influential factors are extracted using exploratory factor analysis. The findings indicate that the personal WLB enhancers, such as a regular exercise and fitness routine, yoga and meditation, a balanced diet, adequate sleep, and hobby participation, loaded the heaviest as the most impacting factors; working from home has a significant positive impact on women's WLB in terms of their professional lives. The second heavily loaded component consists of both professional challenges, such as lengthy or irregular working hours, and personal challenges, such as inadequate self-attention, inadequate time spent on elders and children, feeling depressed or suffering from hypertension. We discover that regardless of obstacles or enablers, personal factors are thought to have a greater influence than professional ones. It's interesting that the study demonstrates that SM participation has no discernible effect. . It is not regarded as a test or an improvement of the WLB.

Thus, balancing a woman employee's work and personal life in an IT company is a challenge for IT leaders and managers and grabs researchers' attention. As an information technology (IT) profession, it requires a lot of knowledge application and needs to be updated frequently in order to stay ahead of the competition. Due to the fact that all employees, regardless of

gender, put in long hours without any breaks, it is exceedingly challenging for Indian women employees to combine their home and professional lives.

(Dr A Mahalakshmi & Mrs Minitha V Raj, 2016) In this study, stress and work-life balance among female IT professionals are examined in some detail. In order to determine the elements contributing to stress that affect the work-life balance, data for the study was gathered from professionals employed by IT firms in Bangalore. Data analysis employs the statistical techniques of percentage analysis and correlation. . The study's results show that there is a positive correlation between women IT workers working late hours and experiencing stress, but no significant association between age and the level of stress that women IT professionals experience. The study also shows a strong correlation between organisational efforts to manage work-life balance and the reduction of stress among women professionals. It has been discovered that the amount of hours a respondent sleeps and whether or not they experience stress are negatively correlated.

Work-life balance is still a problem that needs a lot of societal attention. the dynamic world, where businesses frequently run on a 365/24/7 schedule made feasible by technological advancements. The requirement that an employee be online at all times has brought the problem of work-life balance to the forefront of many people's thoughts. She needs a wide variety of applications of knowledge in her field because she works as a woman in IT organisations. To keep the business ahead of the competition, this information needs to be updated in line with new advancements.

Thus, the study identifies key factors such as working late into the night, women employees' sleeping habits, and child care issues that contribute to stress formation. Organisational initiatives to reduce stress among women employees are a welcome development. Although the facilities are offered, the employees are unable to use them due to the intense work demands.

(Manimekalai Kalidasan, 2017) The expectations and ideas of traditional societies at home and demands complying to the contemporary code of conduct at work leave women in a difficult position across a variety of professions. As a result, it is apparent that they struggle to strike a balance between their personal and professional life. Despite being educated and employed, women are unable to achieve equality due to the presence of gendered labour structures. In addition, regardless of their employment level, women continue to play a conventional role in the home. Even when they have a high level of education, women are unable to examine or contest gender role preconceptions. Women also make use of their knowledge while keeping the needs of their families in mind. The current social system, which places women in an inferior group both at home and at work, needs to be modified in order to maintain work-family balance and to challenge gender relations.

(Taşdelen-Karçkay & Bakalım, 2017) First, a brand-new scale for measuring work-life balance was developed by this study. This scale was specifically designed to be distinct from

other work-life ideas, like conflict, enrichment, and enhancement, in the literature. As a result, samples made up of working Turkish men and Turkish women were used to verify a single dimension structure connected to work-life balance. Second, the study discovered links between life satisfaction, work-life balance, and live-life conflict. However, gender had no bearing on these ideas. The study also discovered that life satisfaction and work-family and family-work conflict were fully mediated by work-life balance. . It is hoped that the creation of a new work-life balance scale, investigation of the connections between this idea and conflict and life satisfaction variables, and comparison of men and women will advance future research in this area in Turkey.

(Mahmood et al., 2018) The context in which the work and family domains operate can have an impact on the work-family structure. Throughout the ages, women have performed work with varying timings, descriptions, and schedules. So it makes sense that increasing demands from work and family responsibilities differ in many situations and are viewed differently across cultures. Many working women in different industries face the challenge of having a work-family conflict because of the excessive demands placed on them by society and their families. Numerous studies have shown that working women struggle to strike a balance between their obligations to their families and at work. . In spite of their education and experience, it is also discovered that they frequently fail to obtain equality for advancement and job division at work. In addition to all of this, working women always prioritise their household duties and are powerless to question the presumptions of gender roles, despite their high levels of education. The current social system may be altered to address the challenges of gender relations and the balance between job and family. Better leave policies for working women, flexible work schedules, and other changes to the workplace can help working women balance their roles in the home and workplace.

(Odriozola & Baraibar-Diez, 2018) This study is to determine whether WLB practises mitigate the link between female labour participation and financial performance. The acquired data indicate that the mediating impact cannot be verified because there is no correlation between WLB practises and profitability over the time period under consideration.

The key finding is that having more women in the workforce has a favourable impact on the availability of WLB practises, but that WLB practises do not serve as a medium for improving financial performance.

The focus of this study is on Indian families' financial decision-making practises. Women's roles were considered meagre in earlier times since they were not treated equally with men and were expected to handle every situation. But as life has grown more complicated, women's literacy levels have improved, and the idea of women's empowerment has gained ground, families have begun to understand the value of women seeking employment. Today, the majority of women, whether they are skilled or not, work and provide for their families. Thus, with a focus on teachers who work in self-financing colleges in Coimbatore, this study reflects the role of working women in family financial decision-making. It is common knowledge that the opinions of working women are valued far more when making financial decisions in the majority of families. When women seek employment, work side by side with

men, and provide for their families financially, they receive respect from their families and are able to make autonomous financial decisions. This is quite encouraging for the developing society.

(Misra & Sirohi, 2019) From a demographic perspective, only a small number of states have a workforce where women out number men. The low number of working women is detrimental to society and the economy. According to a poll, working women make up 16% of the junior management level, 4% of the middle management level, 6% of the senior management level, and just 1% of the roles in which organisations are led by the CEO.According to this, women enter the workforce in significant numbers but advance relatively slowly (Centre for Social Research, 2009). It's interesting that there hasn't been much research done in India on the impact of the difficulties faced by female managers, which has a detrimental effect on their productivity and efficiency. In the course of this research, it was discovered that there are a number of internal and external factors that affect women employees, including work-life balance, personal capability and perception, family, and societal factors. Internal factors include the glass ceiling, workplace discrimination, unfriendly organisational policies, and personal capability and perception. this study is to determine how these characteristics affect the effectiveness and productivity of female employees (Jamali D., 2006). Women working in the managerial ranks of the IT, civil, and electronics industries nationwide would be the subject of the study.

(Peter & Fabiyola Kavitha, 2019) The relationship between personal and professional life can be difficult, and maintaining work-life balance is frequently a contentious issue. Equal importance must be accorded to both job and family obligations. Associations should always emphasise the importance of offering work-family balance solutions. Representatives who are happy and content with their jobs, families, and lives will work harder than the average worker. There are instances when one may feel as though their job life is encroaching on their family's private time. Additionally, there are times when the work that needs to be done can end up being too much to handle. However, we should make an effort to maintain appropriate harmony in both. Looking at where we are now and where we might wish to go will help us achieve this. We must be willing to confront any challenges that may arise

(Khare & Kapoor, 2019) that as people age, juggling job and family obligations becomes harder owing to work pressure and unfavourable supervisor attitudes. The Organisation must recognise these issues and seek to find solutions because married women with children find it considerably harder to combine their personal and professional obligations. One of the main causes of the workers' health deteriorating is excessive job pressure brought on by long hours or overtime. The employees' mental health may suffer as a result of feeling apart from their loved ones. At a macro level, a satisfied employee with a happy home has more likelihood of positively contributing to nation building than those who are depressed, tired, or frustrated with their lives. This is true even when they are satisfied with providing for their families financially, when their supervisor appreciates their work, and when their family understands

the importance of their job. The goal of work-life balance is to establish a positive workplace culture where conflicts between work and personal obligations are kept to a minimum.

(Fazli Sabri et al., 2020) Finally, according to the findings of the study on Malaysian working women's FWB, the majority of them were satisfied with their current financial situation, had enough money to get by, felt secure in their retirement, had no trouble paying their bills, and were responsible for managing their own finances. As a result, women who are financially independent are able to enjoy good health as well as contribute to economic growth, poverty reduction, productivity growth, and efficiency improvement. Furthermore, in order to achieve higher FWB levels, women must be well-versed in financial management, savings and investment practises, and household management due to the variety of roles they play today as consumers, employers and managers in the private and public sectors, or as business owners.

(Deshmukh, 2020) This study was able to quantify the work-life balance of employees and discovered that, along with their occupations, ages, and care duties, weekly work hours and work-related stress were significant drivers of work-life balance. Working women's health is impacted by conflicts in their work-life balance because they experience more stress, headaches, muscular strain, weight gain, and depression than their male counterparts. The ongoing struggle to strike a balance between work and family while juggling responsibilities to one's families and organisational demands can have a negative impact on a person's overall quality of life and well-being. In today's busy environment where finding time for oneself seems unattainable, there is a broad demand from employees for the right to balance work and family life. Programmes for health and wellness can undoubtedly assist working women in juggling their personal and professional lives. However, they cannot solve the imbalance issues on their own.

(Akanji et al., 2020) With a focus on female medical practitioners, this study offered insights into the WLB problems, stress experiences, and coping mechanisms within the context of Nigeria. In this resrearch, resercher focused on an under represented area and demonstrated the value of context when discussing the pressures and harmful work-home interference that professional women face in a culture that values inequality. The findings of research clearly highlight the contextual themes distorting the work-life balance of Nigerian female doctors since they are situated in a national context (Nigeria) that has been overlooked in favour of research with a western focus. Therefore, our study has significant theoretical and research ramifications.

According to the results of the theme analysis, it is evident that time crunch, a known element in the medical industry, aggravates detrimental work-home interference. However, other themes emerged as sources of stress and work-family conflicts, such as patriarchal proclivities and task-pay disparity, that affect female doctors but are rarely taken into account in studies on work-life balance. As a result, these doctors must come up with unique coping mechanisms as mitigating strategies.

(Vidani et al., 2021) Based on the studies , it is clear that women who are in positions of leadership have a variety of responsibilities for both their personal and professional lives. Work-life balance has a beneficial or bad effect on working women leaders. Successful women leaders may be influenced by or because of a healthy work-life balance.

Women must perform both roles incredibly well. Women are capable of managing both aspects of their lives. And managing their job and personal lives is crucial. So, there are some measures, policies, and practises for working women leaders to maintain a healthy work-life balance.

Women leaders for World leaders are greatly impacted by balance. Career success in improv requires women to play both roles very well. Women are capable of managing both aspects of their lives. And managing their job and personal lives is crucial.

(Sakhardande, 2022) Women's life-work balance is always influenced by their personal and professional environments. Therefore, it is important to know and comprehend how women's lives are balanced. If we are able to plan some preventative and promotional measures for working women, we can ensure that their life-work balance is healthy and that they live quality lives.

(Kannappan, 2022) The survey found that working women experience a lot of pressure in their careers. Working women have a particularly tough time juggling work and family obligations. The Despite their ability to manage family life, working women still face a number of difficulties at home as well as at work. Despite these obstacles, women manage their competing responsibilities and play a crucial role in their lives. Due to this dual lifestyle, women experience a variety of mental and physical health problems. For working women to achieve work-life balance, they must skillfully manage their many facets of life. Working women make major contributions to their businesses and personal lives. Women employees are in great demand, and they make a significant contribution to the growth and prosperity of the country. Work-life balance, availability of data required to complete my responsibilities, flexibility to express ideas and suggestions, and a supportive workplace are all significantly enhanced. It is found that working women who earn more money think the aforementioned elements are essential to the excellence of their working lives. The road to a modern society will be paved by organisations and working women's families working together to safeguard their well-being. In conclusion, maintaining a healthy work-life balance will lead to success and satisfaction in all areas

(Bahrami et al., 2023) This study was to better understand how mentorship might help women balance their personal and professional lives. This study found that women who actively participate in mentoring can benefit organisations as well as themselves. Organisations should take into account certain factors (which were classified as antecedents

in this study) in order to implement mentoring effectively and increase results. The safety and well-being of female mentees are improved by the support networks offered by managers and mentors. Female mentees receive professional and behavioural assistance from their mentors, which improves their communication, job performance, and dedication to their jobs and organisations. These results are consistent with those of the research of Sar et al. (2017). Female mentees who receive behavioural support from their mentors consequently feel successful. In contrast, the results of Salem and Lakhal (2018) are supported by these data, which show that the professional support of a mentor boosts the job satisfaction of female mentees. This study's aim was to simulate how mentoring affects women's work-life balance. In fact, this study looked at mentorship as a way to help women combine their career and personal lives. To do this, semi-structured interviews with Tehran Municipality mentors and mentees were performed, and the data gathered was then analysed using constructivist grounded theory. Results provide a model for how mentorship influences women's ability to balance career and family. The main requirement for women's work-life balance, according to this concept, is role management. The limitations of mentoring in the organisation, as well as the effects of good mentoring in the organisation, are all described in this model together with the antecedents of role management and the contextual elements affecting role management. The study's findings give advice for organisations and further research while also expanding our understanding of mentoring and role management.

(Khan et al., 2023) This study looked into how WLB affected the personal lives of women who worked in the banking sector in Larkana. The results of the study demonstrated that WLB significantly affects women's personal lives. Long work hours, marriage, and pay packages, if advantageous, can help many working women take care of their spouses, kids, and other duties, which could result in a successful and happy personal life. On the other hand, it becomes almost hard for women working in the banking industry to properly lead a personal life if WLB is not given adequate attention. It is therefore occasionally necessary to sacrifice one's personal life for one's job. This study looked into how WLB affected the personal lives of women who worked in the banking sector in Larkana. The results of the study demonstrated that WLB significantly affects women's personal lives. Long work hours, marriage, and pay packages, if advantageous, can help many working women take care of their spouses, kids, and other duties, which could result in a successful and happy personal life. On the other hand, it becomes almost hard for women working in the banking industry to properly lead a personal life if WLB is not given adequate attention. In order to advance one's job, it is occasionally essential to sacrifice one's personal life. Therefore, our research advises that women who are financially secure can forego some of their.

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